

The background of the slide features a faded illustration of a Minuteman soldier on the left, holding a rifle. On the right is a large, circular seal of the Department of the Army and the Air Force. The seal contains an eagle with spread wings and the text "DEPARTMENT OF THE ARMY AND THE AIR FORCE" around the top and "GUARD BUREAU" at the bottom.

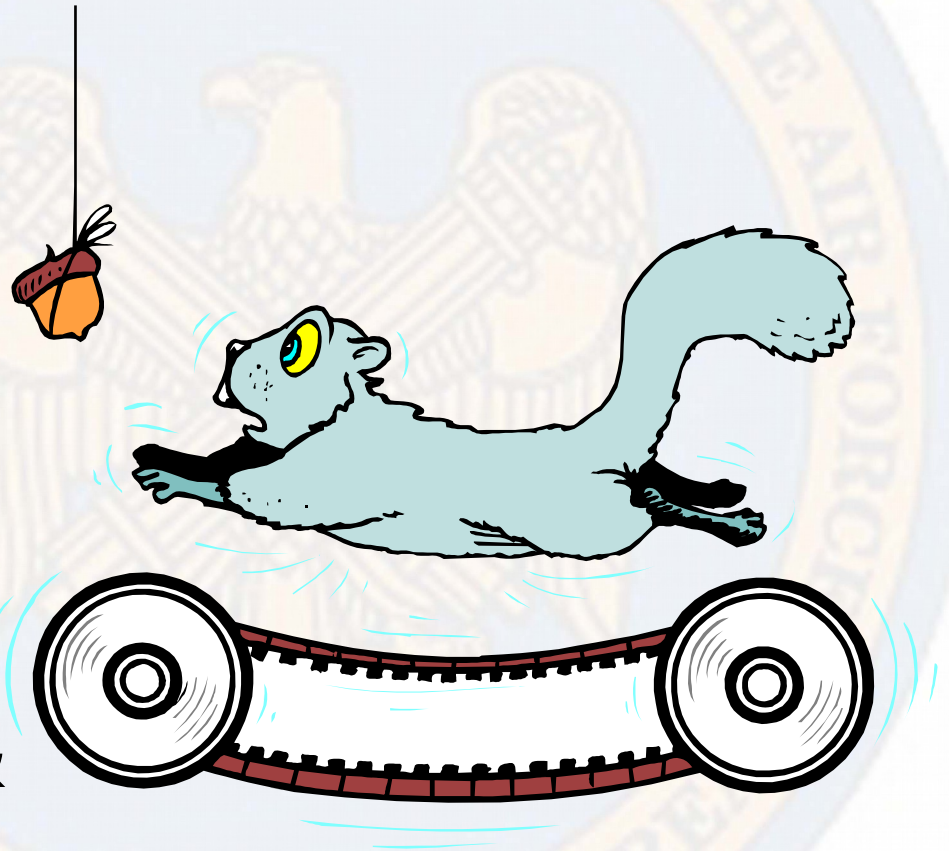
Incentives

Module 13

*National Guard
Technician Personnel Management
Course*

INCENTIVES - PURPOSES

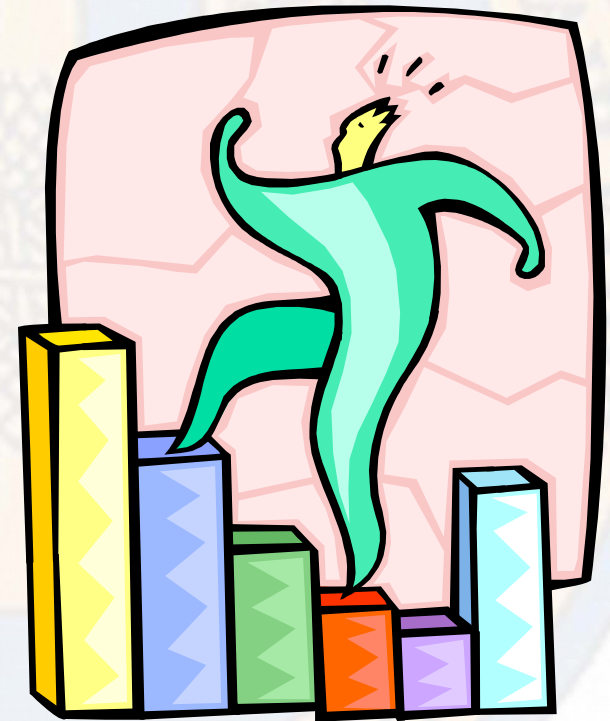
- Motivate
- Increase efficiency, productivity & creativity
- Recognize/reward performance & contributions



MONETARY AWARDS

Quality Step Increase (QSI):

- Accomplished on NGB Form 32 or local form
- General Schedule (GS) only
- Qualifications set by local policy
- Expect performance to continue
- Review local supplement



MONETARY AWARDS

Sustained Superior Performance (SSP):

- Accomplished through NGB Form 32 or local form
- Exceeds position's requirements
- Performance maintained at least 6 months

MONETARY AWARDS

Special Act or Service Award:

- Accomplished through NGB Form 32 or local form
- Awarded for heroism
- Awarded for one-time act or service
- Awarded for Scientific achievement



MONETARY AWARDS

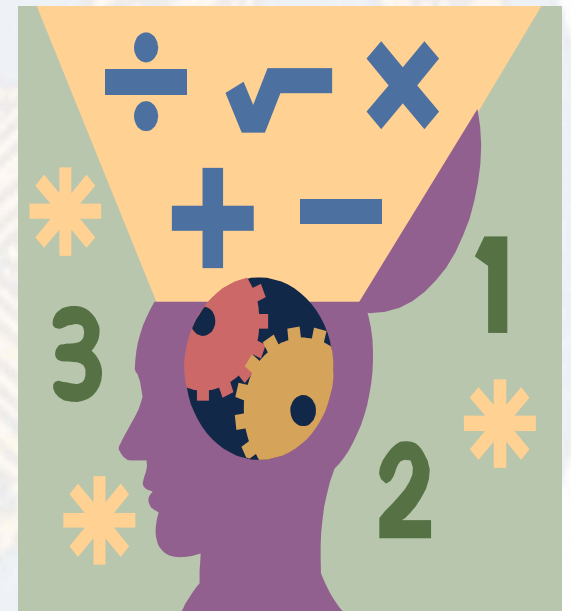
On-The-Spot Award:

- Accomplished through NGB Form 32 or local form
- Each award is set by local policy
- In addition to QSI, SSP or other Special Act Award
- Awarded for significant acts related to quality job performance
- Acts of short duration & clearly identified

Suggestion Program

Suggestion Awards:

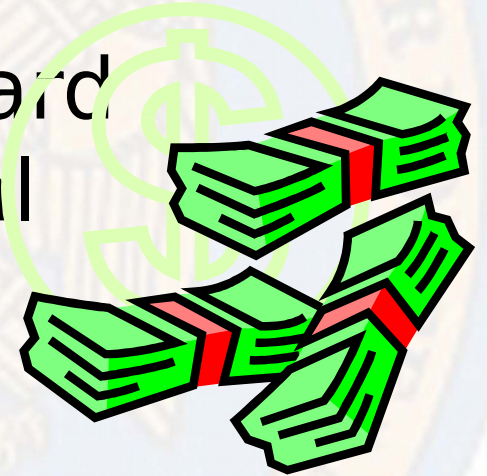
- AIP – Army Idea Program
(Submit on-line)
- USAF Idea Program
- POC – Call XXX-XXX-XXXX



MONETARY AWARDS

Inventions:

- \$100 in addition to any award under Suggestion or Special Achievement
- \$300 upon award of patent categories
- Can be thousands of \$\$\$\$ when tangible



NON-MONETARY AWARDS

Time-Off Award:

- Accomplished through SF 52, NGB 32 or local form
- Established June 1992 for special act or service
- Up to 40 hrs per contribution; no more than 80 hrs in 1 leave year
- Up to 1 day can be awarded by 1st level supervisor



NON-MONETARY AWARD

Length of Service Award:

- Awarded to NGB Technicians and other Government employees for distinguished service
- Eligible after 10 years of service
- Awarded in 5-year increments



NON-MONETARY AWARDS

Honorary Awards:

- Presidents Award for Distinguished Federal Civilian Service
- Department of Defense Distinguished Service Award
- Decoration for Exceptional Civilian Service
- Meritorious Civilian Service Award
- Presidential Recognition Program
- Certificates of Achievement
- Letters of Appreciation or Commendation

PAYMENT OF AWARDS

- Monetary awards will be paid from State Federal Funds
- Paid as early as possible after approval
- Responsibility remains with organization
- Taxable Income

Video



SUPERVISORY RESPONSIBILITIES

- Match type of recognition to situation
- Ensure timely, appropriate presentation
- Exercise care in considering recognition



Question

